Teacher and School Leader Incentive Program

Invitational Webinar

February 10, 2017



TSL Grant Overview

- New US Department of Education competitive grant program
- Builds on the former Teacher Incentive Fund (TIF) program
- Promotes Human Capital Management Systems (HCMS) and Performance-Based Compensation Systems (PBCS) for teachers and leaders
- Aims to drive improvements in the LEA's HCMS for increased student achievement and growth in high-need schools (50%+ federal poverty)



Timeline (tentative)

- February 24th: LEAs submit Letter of Intent and Applicant Checklist (templates provided)
- March 1st: IDOE/CELL conduct readiness interviews
- March 24th: IDOE/CELL submit application with LEA input



Fiscal Impact

- Available Funds (estimated): \$105,000,000 \$110,000,000
- **New Awards**: 15-20
- Range of Awards (estimated): \$500,000 \$12,000,000 for first year



Eligibility and Commitment

- Majority of LEA's schools are "high-need", based on 50%+ enrollment from low-income families
- Stakeholder commitment to adjusting already-existing HCMS that inform recruitment, hiring, placement, and retention, <u>and</u> PBCS that differentiate levels of compensation
- Recruitment and retention needs that impact equitable access gaps



Next Steps

Letter of Intent

RE: TSL Intent to Apply to

Applicant Checklist

cbeatson@doe.in.gov

Readiness interview

Implementation team

Superintendent

Human resources

Curriculum and instruction

Principal

Teacher

Association representative

Evidence of practices

HCMS and PBCS Partnerships



Letter of Intent

- Letterhead
- LEA information
- Interest
- Commitment



Dr. Jennifer McCormick Superintendent of Public Instruction

Working Together for Student Success

February 10, 2017

Caitlin Beatson Indiana Department of Education Office of Educator Effectiveness 115 W Washington St. South Tower, Suite 600 Indianapolis, IN 46204

Dear Ms. Beatson:

This letter serves as notification of School Corporation XYZ's interest in working with the IDOE and CELL to participate in the TSL grant. Located in a small rural town, School Corporation XYZ has struggled in recent years with the recruitment and retention of excellent educators. We are committed to a collaborative effort that involves both teachers and leaders in making systems-level changes to our human capital management and performance-based compensation systems in order to attract, support, and advance educators to drive achievement and growth of our students from low-income families.

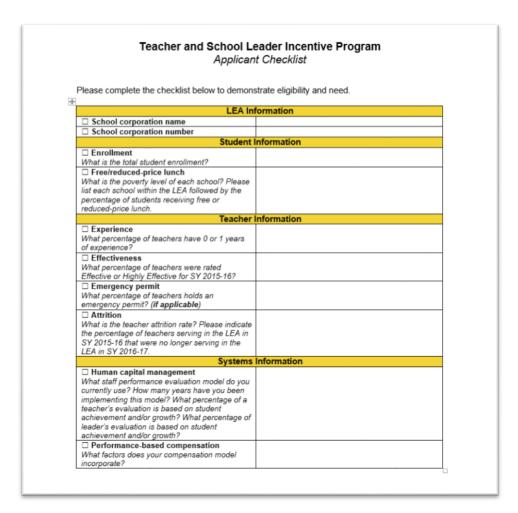
Sincerely,

Dr. ABC Superintendent docalpha@XYZ.k12.in.us (555) 123-4567



Applicant Checklist

- Students
 - Enrollment
 - Free/reduced-price lunch
- Teachers
 - Experience
 - Effectiveness
 - Emergency permit
 - Attrition
- HCMS and PBCS





Questions & Contact

Caitlin Beatson

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http://www.doe.in.gov/evaluations/performance-based-awards

